

# ACTIVE OFFICER PROMOTIONS BRIEF



ACTIVE OFFICER  
SELECTION BOARDS  
SECNAVINST 1420.1A

CRADLE TO GRAVE

LCDR NORB TORNES  
LCDR CAREY SILL





# SCOPE OF BRIEF

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- ACTIVE OFFICER STATUTORY  
BOARDS ONLY
  
- NOT
  - RESERVE BOARDS
  - ADMINISTRATIVE BOARDS
  - APPLICATION BOARDS
  - ENLISTED BOARDS



# Five Board Phases

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Pre-Board

Prep-Week

Board Week

Call-outs/Approval

Promotion



# OFFICER PROMOTION PLAN

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- Completed by Promotion Planners in Washington
- Basis for ZONE ALNAV (December)
- Percentage to Select by Pay Grade and Board
  - (URL, LDO, AMDO, AEDO, INTEL, ETC)



# PROMOTION PLAN: THE PROCESS

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Promotions are a function of strength by grade based on:

- Legal Limit
  - DOPMA Grade Table - Limits the number of CAPTs, CDRs, & LCDRs based on total officer strength
  - DOPMA Grade Relief - Increased limit on CAPT, CDR, LCDR by 6%
- Vacancies
  - Promotions, Retirements, Separations



# PROMOTION ZONES

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- Promotion Zone is the size of the population considered to fill projected openings
  - Composition of the zone is determined by lineal seniority
  - Independent of Year Group
- Zone size is a function of promotion opportunity
  - Greater opportunity = smaller zone
- Goal (The Law) - provide relatively similar



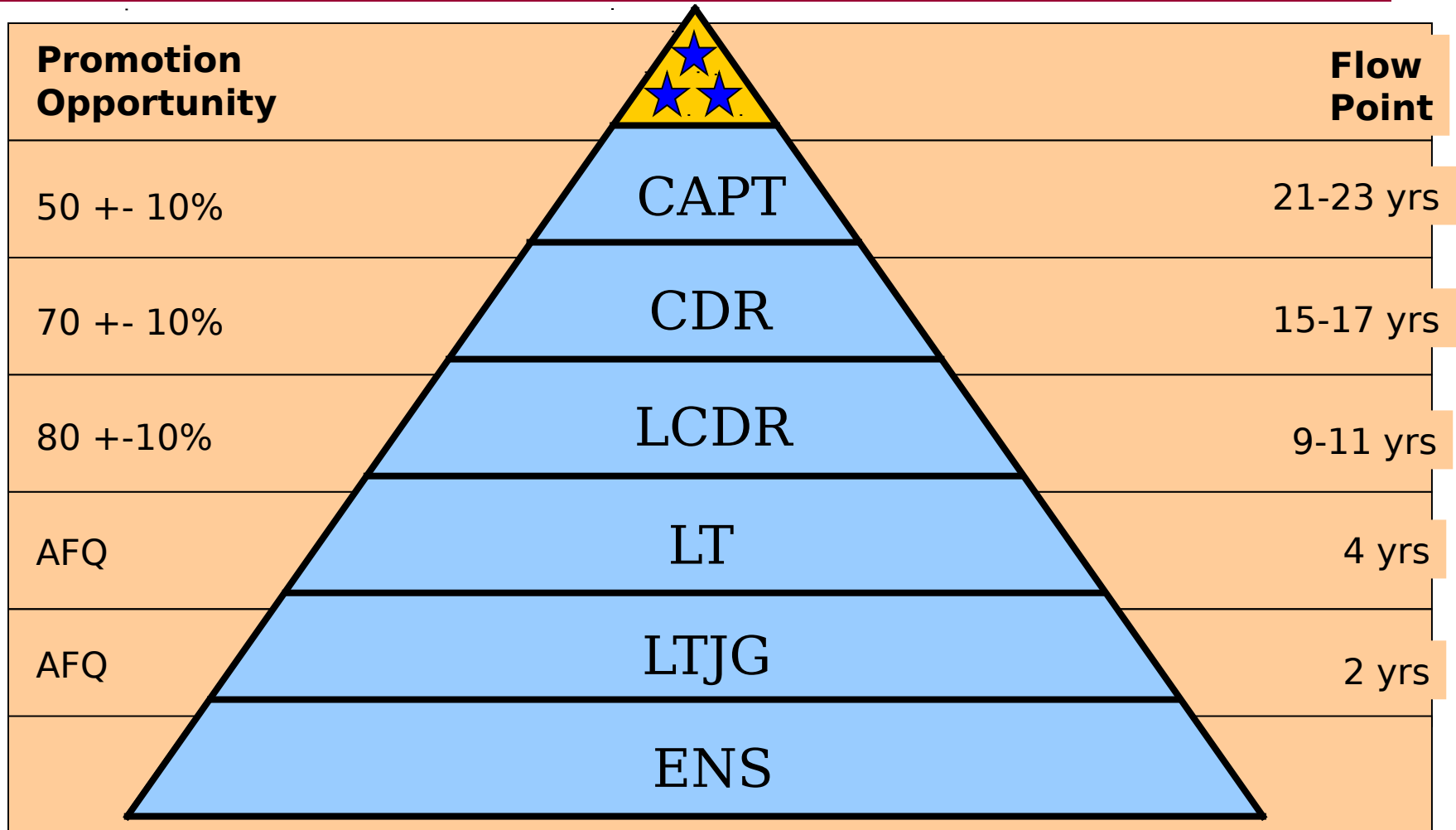
# PROMOTION OPPORTUNITY

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- Opportunity: the “chance” of selection (used to determine zone size)
- Selection Rate: Percentage of all officers selected for promotion
  - Includes officers selected from above, in, and below the zone
  - Max below zone - Legal limit 15% Policy 10%
  - Above zone - No limit
- Flow Point: Average years of service when an officer is promoted (paid) to the next grade



# DoD Parameters





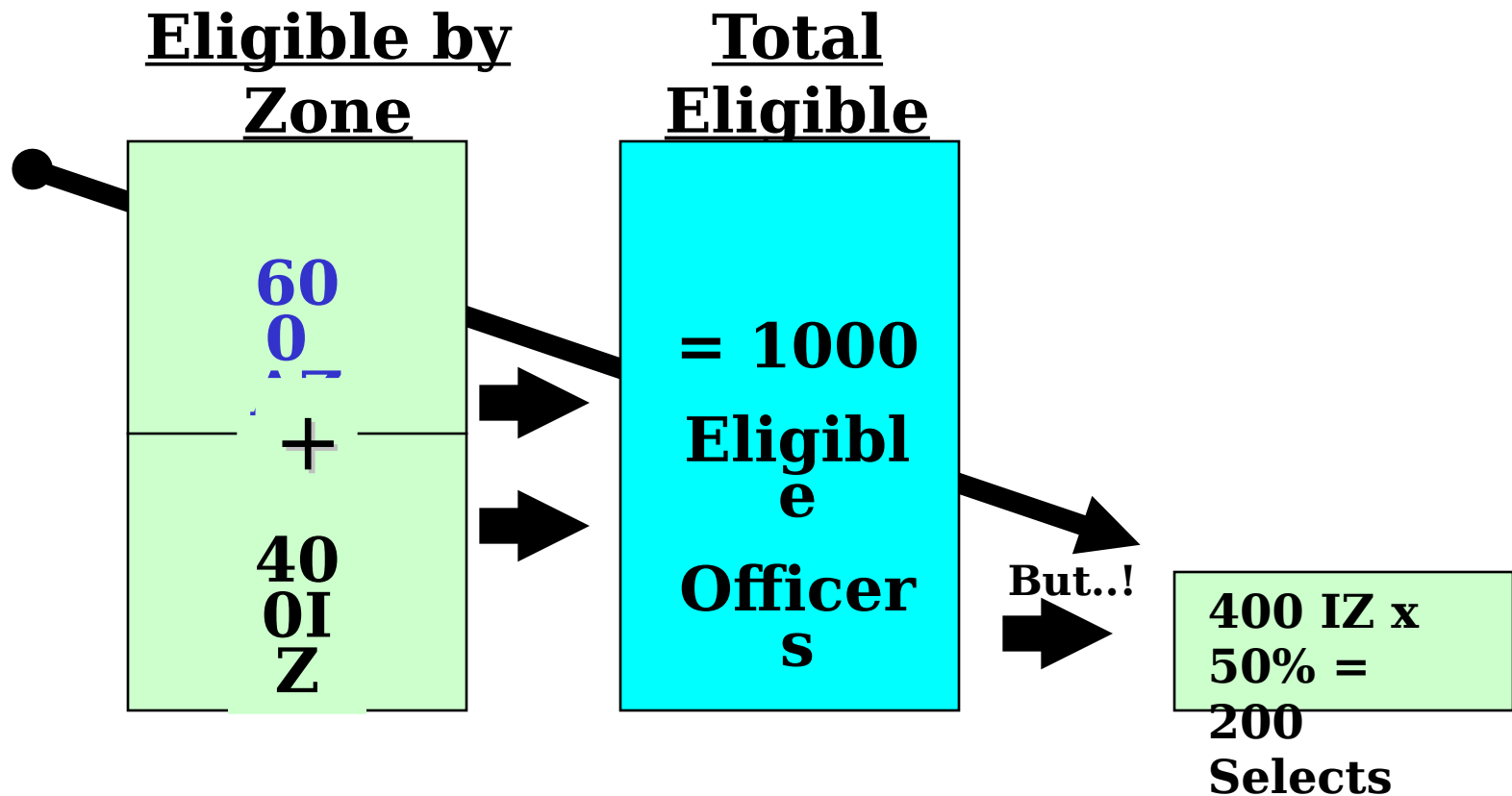
# PROMOTION ZONE SIZE

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- Zones are five year estimates
  - Only the current year zone size is firm
- Why does the zone size change?
  - Changes in requirements and vacancies
  - Estimating losses is a challenge
  - Change in total number of officers allowed by grade (DOPMA grade relief)
  - Meeting the goal/law of “relatively similar opportunity” over a five year period



# Promotion Opportunity





# PRE- BOARD

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- Verify Eligibility
  - Constantly changing
- Computer Continuity Check of Regular FITREPs
- PRECEPT routed to SECNAV's office
- Membership / Assistant Recorders
  - Volunteer through detailer



# PRECEPT

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- Membership, Date, and Location
- Selection Standard
- Authorized Percentage to Select
- Show Cause Determination
- General Procedural Guidance
- Skills Guidance
- Equal Opportunity
- Board Reports
- Oaths



# LDO Skill Guidance

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- There are shortages in the number of officers needed to meet Limited Duty Officer (Line) requirements in the categories of Surface Engineering (613X), Submarine Communications (629X), and Aviation Maintenance (633X). The board should give appropriate consideration to officers with these skills when selecting officers best and fully qualified to meet the needs of the Navy



# BOARD COMPOSITION

## SECNAVINST 1401.3

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- Unrestricted Line
  - 5 AVIATORS AT LEAST 1 1310 / 1320
  - 4 SURFACE (1 Can be either an 1130 or 1140)
  - 3 SUBMARINE
  - 1 JOINT REP
  - 1 ACQUISITION PROFESSIONAL REP
  - MINORITY / FEMALE REPS
  - RESERVE COMMISSION REP



# BOARD COMPOSITION

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- Restricted Line
  - 3 RL
  - 2 Surface, 2 Submarine, 2 Aviation
  - Joint, AP, Minority, Female, Reserve
- LDO
  - 4 LDO
  - 2 Surface, 2 Submarine, 2 Aviation
  - Joint, AP, Minority, Female



# BOARD COMPOSITION

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- CWO
  - 2 Surface, 2 Submarine, 2 Aviation
  - 1 Spec War or Spec Ops
  - 1 CRYPTO or INTELL
  - 1 FSO
  - 1 Supply and 1 CEC
  - 4 LDO (1 who was a former CWO)
  - 1 CWO 4
  - Minority
  - Female



# BOARD COMPOSITION

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- STAFF CORPS

- (Medical (210X), Dental (220X), MSC (230X), JAG (250X), Nurse (290X), Supply (310X), Chaplain (410X), CEC (510X), LDO (65XX)).
- 4 STAFF, 1 URL (minimum)
  - 3 STAFF, 2 URL on Chaplain Corps Boards
- Minority, Female, Reserve (Except LDO)
- Joint, AP (Supply, CEC Only)



# BOARD RECORDER WEEK

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STARTS ONE WEEK PRIOR TO BOARD

- **MANUAL REVIEWS** *(DONE AS A COURTESY TO ELIGIBLE!)*
  - REGULAR FITREPS FOR THE LAST FIVE YEARS
  - VERIFY AWARDS
  - CHECK THAT OSR/PSR ACCURATELY REFLECTS FITREP GRADES AND AWARDS
  - CHECK FOR PHOTO IN CURRENT GRADE

**YOUR PERFORMANCE IS UNKNOWN IF  
YOUR RECORD IS NOT UP TO DATE**



# BOARD

## CORRESPONDENCE

UP TO BOARD CONVENING DATE

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- LETTER TO BOARD
- ADDRESSED TO BOARD PRESIDENT FROM ELIGIBLE OFFICER
  - MAY INCLUDE ANYTHING ELIGIBLE OFFICER FEELS SHOULD BE INCLUDED IN BOARD DELIBERATIONS
- NORMALLY USED TO FORWARD LETTERS OF RECOMMENDATION
- NO THIRD PARTY CORRESPONDENCE
- PAPER DOCUMENTS
  - VALIDATED BY APPROPRIATE NPC AUTHORITY

FY-01 04 LINE BOARD MEMBERSHIP											
Change #8											
NAME	DESIG	URL 11XX- 13XX	EDO 144X	AED 151X	AMD 152X	CRY 161X	INT 163X	PAO 165X	OCE 180X	LDO 6XXX	JOINT
RDML Bruce B. Engelhardt	1120	X	X	X	X	X	X	X	X	X	
CAPT Lloyd F. K. Swift	1110	X	X	X	X	X	X	X	X	X	
CAPT Ethel Meyer	1100	X									
CAPT William F. Murphy III	1120	X	X	X	X	X	X	X	X	X	ALT
CAPT James E. Lyons	1120	X									
CAPT Mark T. McNally	1310	X	X	X	X	X	X	X	X	X	
CAPT Thomas S. Kennedy	1110	X									
CAPT Donald E. Hepfer II	1320	X	X	X	X	X	X	X	X	X	
CAPT William M. Dunkin	1320	X									
CAPT Susan E. S. Jannuzzi	1100	X									ALT
CAPT John H. Bowling III	1310	X									PRI
CAPT Orrin W. Young	1110	X	X	X	X	X	X	X	X	X	
CAPT David B. Morrison	1130	X									
CAPT Richard J. Kiser	1140	X									
CAPT Gerald W. Geletzke	1320	X									
CAPT John L. Morris	1125	X	X	X	X	X	X	X	X		
CAPT John R. Exell	1440		X								
CAPT Deborah R. Stiltner	1440		X	X	X	X		X	X		
CAPT Kevin M. McCoy	1440		X								
CAPT Michael J. Dougherty	1500			X							
CAPT Alfred W. Clark	1500			X							
CAPT Frank J. Smith	1500			X	X						



# Competitive Categories Line

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## **UNRESTRICTED LINE**

Unrestricted Line

(110X/111X/112X/  
113X/ 114X/13XX)

## **RESTRICTED LINE**

Engineering Duty

(14XX)

Aerospace Engineering (Engineering)

(151X)

Aerospace Engineering  
(Maintenance)

(152X)

Cryptology

(161X)

Intelligence

(163X)

Public Affairs

(165X)

Oceanography

(180X)

## **LIMITED DUTY**

Limited Duty (Line)

(6XXX)



# Competitive Categories Staff

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## **STAFF**

Medical Corps	210X
Dental Corps	220X
Medical Service Corps	230X
Judge Advocate General Corps	250X
Nurse Corps	290X
Supply Corps	310X
Chaplain Corps	410X
Civil Engineer Corps	510X

## **LIMITED DUTY**

Limited Duty (Staff)	65XX
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# ***FY-01 05 LINE PRECONVENING STATISTICS***

## ***UNRESTRICTED LINE***

<b>DESIG</b>	<b>AZ</b>	<b>IZ</b>	<b>BZ</b>	<b>TOTAL</b>	<b>% SEL</b>	<b>SEL</b>	<b>MINORITY</b>	<b>FEMALE</b>
1100	63	173	106	342				
1110	140	168	337	645				
1120	117	52	180	349				
1130	1	19	27	47				
1140	5	15	15	35				
1300	1	1	0	2				
1310	126	229	513	868				
1320	131	122	260	513				
<b>TOTAL</b>	<b>584</b>	<b>779</b>	<b>1438</b>	<b>2801</b>	<b>70%</b>	<b>545</b>	<b>53-85-158</b>	<b>59-138-95</b>

**CM #13**

# ***FY-01 05 LINE PRECONVENING STATISTICS***

## ***RESTRICTED LINE***

### ***ENGINEERING DUTY OFFICER***

<b>DESIG</b>	<b>AZ</b>	<b>IZ</b>	<b>BZ</b>	<b>TOTAL</b>	<b>%SEL</b>	<b>SEL</b>	<b>MINORITY</b>	<b>FEMALE</b>
144X	43	68	126	237	70%	48	3-5-13	8-2-6

### ***AEROSPACE ENGINEERING DUTY OFFICER (ENGINEERING)***

<b>DESIG</b>	<b>AZ</b>	<b>IZ</b>	<b>BZ</b>	<b>TOTAL</b>	<b>%SEL</b>	<b>SEL</b>	<b>MINORITY</b>	<b>FEMALE</b>
151X	15	25	50	90	80%	20	1-4-5	0-2-2

### ***AEROSPACE ENGINEERING DUTY OFFICER (MAINTENANCE)***

<b>DESIG</b>	<b>AZ</b>	<b>IZ</b>	<b>BZ</b>	<b>TOTAL</b>	<b>%SEL</b>	<b>SEL</b>	<b>MINORITY</b>	<b>FEMALE</b>
152X	14	21	36	71	70%	15	4-2-4	2-5-6

### ***SPECIAL DUTY OFFICER (CRYPTOLOGY)***

<b>DESIG</b>	<b>AZ</b>	<b>IZ</b>	<b>BZ</b>	<b>TOTAL</b>	<b>%SEL</b>	<b>SEL</b>	<b>MINORITY</b>	<b>FEMALE</b>
161X	12	43	45	100	70%	30	0-10-5	1-4-7

**CM #13**

# ***FY-01 05 PRECONVENING STATISTICS***

## ***STAFF CORPS***

### ***MEDICAL CORPS***

<b>DESIG</b>	<b>AZ</b>	<b>IZ</b>	<b>BZ</b>	<b>TOTAL</b>	<b>%SEL</b>	<b>SEL</b>	<b>MINORITY</b>	<b>FEMALE</b>
210X	37	107	350	494	80%	86	8-10-41	3-25-59

### ***DENTAL CORPS***

<b>DESIG</b>	<b>AZ</b>	<b>IZ</b>	<b>BZ</b>	<b>TOTAL</b>	<b>%SEL</b>	<b>SEL</b>	<b>MINORITY</b>	<b>FEMALE</b>
230X	15	25	50	90	80%	20	1-4-5	0-2-2

### ***NURSE CORPS***

<b>DESIG</b>	<b>AZ</b>	<b>IZ</b>	<b>BZ</b>	<b>TOTAL</b>	<b>%SEL</b>	<b>SEL</b>	<b>MINORITY</b>	<b>MALE</b>
290X	65	60	161	286	70%	42	14-15-27	12-10-46

### ***SUPPLY CORPS***

<b>DESIG</b>	<b>AZ</b>	<b>IZ</b>	<b>BZ</b>	<b>TOTAL</b>	<b>%SEL</b>	<b>SEL</b>	<b>MINORITY</b>	<b>FEMALE</b>
310X	77	89	195	361	75%	66	11-8-40	6-7-16

### ***CIVIL ENGINEER CORPS***

<b>DESIG</b>	<b>AZ</b>	<b>IZ</b>	<b>BZ</b>	<b>TOTAL</b>	<b>%SEL</b>	<b>SEL</b>	<b>MINORITY</b>	<b>FEMALE</b>
510X	37	68	98	203	70%	48	6-9-14	4-5-9



# PERFORMANCE SUMMARY RECORD

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- ANNOTATED TO IDENTIFY
  - DESIGNATED MINORITY
  - FEMALE
  - JOINT OFFICERS (JSO, JCS, OJT)
  - ACQUISITION PROFESSIONALS
  - SECNAV APPROVED RESIGNATIONS (Voluntary)
  - SECNAV APPROVED RETIREMENTS (Voluntary)
  - FICHE 5 NOW FIELD CODE 17
  - LETTER TO BOARD
  - ZONE (AZ, IZ, BZ)



# Typical Board Flow

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- Members report
  - Review Precept
  - Take Oaths
  - Recorders Admin remarks and briefings
- Members split into specific boards
- Members review and grade records in boardrooms
- Members brief and vote records in tank
- Review, grade, brief and vote until number of tentative selects equal the number authorized.













# GRADING / VOTING CRITERIA

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- BRIEFER ASSIGNS GRADE
  - 100 OR A ABSOLUTELY SELECT
  - 75 OR B PROBABLY SELECT
  - 50 OR C NOT SURE
  - 25 OR D PROBABLY NOT
  - 0 OR NO DO NOT SELECT





# FULL RECORD REVIEW AND BRIEF (AZ/IZ ONLY)

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- RANDOM DISTRIBUTION TO ENSURE IMPARTIALITY
  - URL FIRST REVIEW RANDOM
  - SECOND REVIEW BY SAME DESIGNATOR
- RL, STAFF AND LDO MEMBERS BRIEF THEIR RECORDS

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NAME			OFFICER SUMMARY RECORD				
			YG 79	DATE PROC:		120498SEQ.NUM: 0744	
SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF.SERV.DATE	FOR BOARD USE	
		1320	570310	41			
PROM HISTORY: DATE OF RANK	CAPT.	CDR 940801	LCDR 890601	LT 830601	LTJG 810530	ENS 790530	WARRANT
PRESENT DUTY STATION NSAWC				PRESENT BILLET TRA PLN AVFLGT			
EDUCATION				SERVICE SCHOOLS ATTENDED			
COLLEGE	DATE/LEVEL	MAJOR	LANG PROF	SUB-SP	COURSE: AV SAF COMMAND NAVWC COMD STF		
NWC NPT RI	91 MASTER	FRGN AFF		0028G	DATE/WKS: 9402 01 9006 42		
SALVE REGI	90 MASTER	STRG GEN			COURSE: SLATS		
CITADEL	79 BACH/1 PR	MANAGMNT			DATE/WKS: 8701 02		
					COURSE:		
					DATE/WKS:		
ACTIVE DUTY BASE DATE 790512	PREVIOUS MIL SERVICE:	YEAR	MONTHS	HIGHEST RATE/GRD	REMARKS		
					E-2 C.O. ALWAYS ABOVE THE PACK, COMMUNITY LEADER, RECOMMENDED FOR FRS C.O. BY BERNIE SMITH.		
				PERSONAL DECORATIONS			
				MER SVC MDL 01 AIR MDL S/F 03 NAV COM-V 03 NAV COM 04			
				SELECTED FOR JUNIOR SERVICE COLLEGE SELECTED FOR SENIOR SERVICE COLLEGE			
				UNDERWAY QUALS, JPME-READY FOR JOINT.			
SPECIAL QUALIFICATIONS							
1. CARAEW E2C				7.			
2. AVIACDR CMD				8.			
3. CDO UNDRWAY				9.			
4. JPME PHASE1				10			
5. NFOTRA ATDS				11			
6.				12			
				LPH/LHA/PHILBRON			
				BONUS SELECT			

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## OFFICER SUMMARY RECORD

NAME:			DESIG: 1320																				PAGE			1 OF 3											
GRADE	STATION	DUTY	RPT DATE	#M OS	REPORTING SENIOR	SPECIF 0	1	2	3	PERF 5	1 7	0	COMPARISON 0	1	2	3	5	7	0	DESIRABILITY 0	1	2	3	5	7	0	PROMOT E	P	N	0	1	2	3	5	7	0	REMARK
1	NROTC UNIT THE CIT		0579	02	STEWART	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG	
1	NAVAVSCOL SCOM, PNC		0779	02	STEELE	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG	
1	VT 10, TR ARON TEN		0979	05	DOWNES	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG	
1	NAVAVSCOL SCOM, PNC		0280	00	STEELE	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG	
1	RVAW120, CARAEWTRAR	RNSTUD	0280	09	ALLEN	6	-	7					-	-	-	-	-	-	-	-	3						-	-	-	6						RG	
2	CARAEWTRAR ONE TWO	1ST LT	1280	15	GLAESER	5	1	0	1				-	4						-	5						N	X		-	5	1				RG	
3	VAW 123 CARAEWTRAR	PO	0382	10	MAHOOD J N	5	1	1					-	4	3					-	5						/	3		-	6					RG	
3	VAW-123, CARAEWTRAR	ADO	0183	05	MAHOOD J N	5	1	1					-	1						-	5						/	1		-	6					RG	
3	VAW-123, CARAEWTRAR	AMO	0583	07	BUNTON R L	5	1	1					-	7						-	5						/	4		-	6					RG	
3	VAW-123, CARAEWTRAR	AMO	0184	03	BUNTON R L	5	1	1					-	1						-	5						/	1		-	6					RG	
3	VAW 120, CARAEWTRAR	NFO	0484	09	ODEN L N	6	1	3					2	7						-	5						/	1		-	6					RG	
3	VAW 120, CARAEWTRAR	NFO	0185	05	ODEN L N	6	1	3					1	4						-	5						/	1		-	6					RG	
3	VAW 120, CARAEWTRAR	AIC	0585	07	SPRAGUE J W	5	1	3					3	0						-	5						/	2		-	6					RG	

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## OFFICER SUMMARY RECORD

NAME:			DESIG: 1320														PAGE 2 OF 3																	
GRADE	STATION	DUTY	RPT DATE	#M OS	REPORTING SENIOR	SPECIF	PERF	1	COMPARISON	1	DESIRABILITY	1	PROMOT	TRAITS	1	REMARK																		
						0	1	2	3	5	7	0	0	1	2	3	5	7	0	0	1	2	3	5	7	0	0	1	2	3	5	7	0	ARK
3	VAW 120, CARAEWRON	AIC	0186	04	SPRAGUE J W	6	1	3					3							5														RG
3	VAW 120, CARAEWRON	DIVO	0486	05	KRAFT C M	5	1	2					1							5														RG
3	CARAEWRON ONE TWO	ASSIST	0986	04	ESEMAN T S	5	1	3					1							5														RG
3	VAW 127, CARAEWRON	OPS	0187	13	COOPER W J	5	1	3					1							5														RG
3	VAW 127, CARAEWRON	AOPS-A	0288	06	COOPER W J	5	1	3					9							5														RG
4	VAW-127, CARAEWRON	SAFETY	0788	10	PACENTR ILLI L	5	1	3					1							5														RG
4	NAVWARCOL NEWPORT	STU-DU	0789	11	KURTH R J	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG
4	VAW-120, NAS NORFO	NFOSTU	0690	02	LANG T C	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG
4	VAW-123	CVW-1	0990	02	BOWMAN M L	6	1	3					3							5														CF
4	VAW-123	ASUW O	0990	02	MAURER M L	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG
4	VAW-123	CVW-1	1190	06	BOWMAN M L	6	1	3					1							5														CF
4	VAW-123	OPERAT	1190	12	MAURER M L	5	1	3					4							5														MAJ
4	VAW-123	MAINT	1191	13	WINSLOW M J	5	1	3					4							5														RG

MY BEST MISSION CDR

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## OFFICER SUMMARY RECORD

NAME:		DESIG: 1320														PAGE 3 OF 3																														
GRADE	STATION	DUTY	RPT DATE	#M OS	REPORTING SENIOR	SPECIF							PERF							COMPARISON							DESIRABILITY							PROMOT			TRAITS							1	REM	
						0	1	2	3	5	7	0	0	1	2	3	5	7	0	0	1	2	3	5	7	0	0	1	2	3	5	7	0	E	P	N	0	1	2	3	5	7	0	ARK		
4	COMCAEWWIN NG TWELVE	READ-R	1192	00	LIEBE W C	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG
4	COMAEWWIN GLANT NOR	CSO	1292	11	CAFFREY E F	6	1						-	1						-	5							1/1						-	6											RG
5	COMAEWWIN GLANT NOR	CSO	1193	03	CAFFREY E F	6	1						-	1						-	5							1/1						-	6											RG
5	VAW-126	XO	0194	07	BRICKER M P	5	1						-	1						-	5							1/1						-	6											RG
5	VAW-126	XO	0994	11	BRICKER M P	5	1						-	1						-	5							1/1						-	6											RG
5	VAW-126	CO	0795	01	ZELIBOR T E	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	RG	
5	VAW-126	CO	0895	02	GRANUZZ O A A	F	1						-	1						-	5							1/1						-	6											MAJ CMD

#1 XO in CVW#3 Top NFO in E2's

Counter Drug ops

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NAME (LAST, FIRST, MIDDLE) ———— DESIG/RATE ———— SSN ———— DATE OF REPORT: 12/04/98

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PG	STATION	DUTY	DATES	#M	REPORTING	SENIOR	TRAITS					AVERAGES		PROMOTION				REC	EP	RPT
				OS	NAME	PG TITLE	1	2	3	4	5	RPT	CUM	SP	PR	P	MP			TYPE
05	VAW-126	COMMAND ING OFF	090195 041296	7	ZELIBOR T E	06 COM	0	0	0	2	5	4.71	7	0	0	3	1	1	2	MAJ CMD RG
							CLF SILVER ANCHOR WINNER					4.60	4.59	0	0	3	1	2		
05	VAW-126	CO AFLO AT	041396 100396	6	MOFFIT M G	06 COMMAND ER	0	0	0	3	4	4.57	7	0	0	3	1	1	2	MAJ CMD RG
							TR BG Battle Mot expert					4.57	4.61	0	0	3	1	2		
05	NAVSTKAIRW ARCEN FA	N6 DEPT HEAD	090197 071798	11	SMITH B J	08 COMMAND ER	0	0	0	1	6	4.86	0	0	0	2	1	1	1	MAJ CMD RG
							4.85	0.00												
05	NAVSTKAIRW ARCEN FA	C4I/C2W DH	100396 083197	11	SMITH B J	08 COMMAND ER	0	0	0	0	7	5.00		0	0	0	0	X	1	RG

Hand picked for this assignment

ALWAYS ABOVE THE BACK  
AS C.O., AND ALWAYS  
RANKED.



# SPECIAL CONSIDERATIONS

---

- ADVERSE PERSONAL  
KNOWLEDGE OF ELIGIBLE
  - NOT ADMISSIBLE IF NOT FOUND  
IN RECORD
- NO THIRD PARTY  
CORRESPONDENCE



# VOTE TO TENTATIVELY SELECT

---

- FOLLOWS FULL REVIEW AND BRIEF OF ALL AZ / IZ
- SELECT TOP RECORDS
- DROP FROM FURTHER CONSIDERATION LOW SCORING RECORDS
- CRUNCH WHAT IS LEFT



# SCATTERGRAM

---

100	3	3	100
97	3	6	97
94	2	8	94
93			93
91	3	11	91
87	2	13	87
83	3	16	83
80			80
77			77
74	5	21	74
71	6	27	71

To select 12



# SCATTERGRAM

---

	100	3	3	100	
	97	3	6	97	
	94	2	8	94	
	93			93	
	91	3	11	91	
	87	2	13	87	
	83	3	16	83	
	80			80	
	77			77	
DFC	74	5	21	74	
	71	6	27	71	To select 12



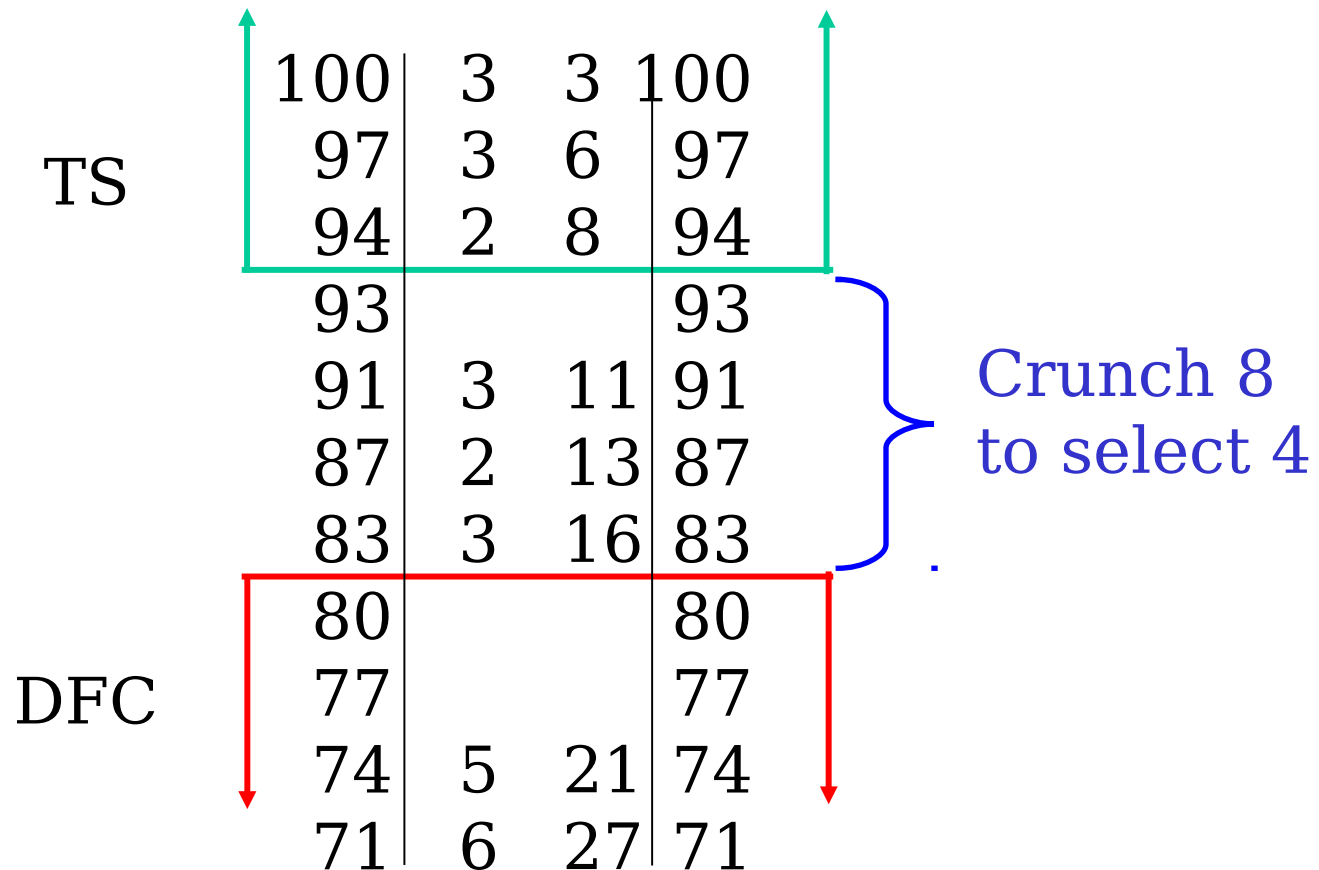
# SCATTERGRAM

TS	100	3	3	100
	97	3	6	97
	94	2	8	94
	93			93
DFC	91	3	11	91
	87	2	13	87
	83	3	16	83
	80			80
	77			77
	74	5	21	74
	71	6	27	71

To select 12



# SCATTERGRAM





# VOTE TO BRIEF (BELOW ZONE RECORDS)

---

- OSR / PSR PROJECTED WITH NO ANNOTATIONS
- VOTE EITHER 100 OR 0
- REQUIRED NUMBER OF 100 VOTES IS DETERMINED BY MAJORITY VOTE AFTER ALL RECORDS ARE PROJECTED
- BZ ELIGIBLES NOT SELECTED DO NOT INCUR FAILURE OF SELECTION

# C O M M U N I T Y   O V E R V I E W

## COMMANDER (LINE) UNRESTRICTED LINE OFFICER PROMOTION SELECTION BOARD RDML KEVIN P. GREEN, PRESIDENT

Compcat/Desc.	Above Zone			In Zone			Below Zone			Summary	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
111X SURF WAR	124	3	2.42	102	76	74.51	310	2	0.65	81	79.41
111X SURF NUC	14	1	7.14	21	17	80.95	28	0	0.00	18	85.71
TOTAL	138	4	2.90	123	93	75.61	338	2	0.59	99	80.49
112X SUB (NON-NUC)	102	0	0.00	15	0	0.00	19	0	0.00	0	0.00
112X SUB (NUC)	6	2	33.33	58	52	89.66	125	0	0.00	54	93.10
TOTAL	108	2	1.85	73	52	71.23	144	0	0.00	54	73.97
113X SPEC WAR(SEAL)	3	0	0.00	9	8	88.89	35	0	0.00	8	88.89
TOTAL	3	0	0.00	9	8	88.89	35	0	0.00	8	88.89
114X SPEC OPS	5	0	0.00	3	1	33.33	26	1	3.85	2	66.67
TOTAL	5	0	0.00	3	1	33.33	26	1	3.85	2	66.67
130X AV GROUND	1	0	0.00	0	0	0.00	1	0	0.00	0	0.00
TOTAL	1	0	0.00	0	0	0.00	1	0	0.00	0	0.00
131X PILOT VF	3	1	33.33	17	13	76.47	42	0	0.00	14	82.35
131X PILOT VP	18	1	5.56	28	21	75.00	60	0	0.00	22	78.57
131X PILOT VS	5	0	0.00	11	5	45.45	27	0	0.00	5	45.45
131X PILOT VAW/VRC	2	0	0.00	6	5	83.33	32	0	0.00	5	83.33
131X PILOT VQ PROP	0	0	0.00	1	1	100.00	10	0	0.00	1	100.00
131X PILOT VQ JET	1	0	0.00	4	2	50.00	6	0	0.00	2	50.00
131X PILOT VQ TAC	1	0	0.00	3	1	33.00	9	0	0.00	1	33.00
131X PILOT VFA	3	1	33.33	23	19	82.61	95	0	0.00	20	86.96
131X PILOT VAQ	1	0	0.00	7	6	85.71	35	1	2.86	7	100.00
131X PILOT VA MEDIUM	4	1	25.00	6	0	0.00	8	0	0.00	1	16.67
131X PILOT (GEN)	0	0	0.00	2	1	50.00	5	0	0.00	1	50.00
131X PILOT HSL	33	1	3.03	42	26	61.90	113	0	0.00	27	64.29
131X PILOT HS	16	0	0.00	13	11	84.62	57	0	0.00	11	84.62
131X PILOT HM	3	1	33.33	4	4	100.00	10	0	0.00	5	125.00
131X PILOT HC	22	0	0.00	23	17	73.91	46	0	0.00	17	73.91
TOTAL	112	6	5.36	190	132	69.47	555	1	0.18	139	73.16



# CALLOUT

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- Usually conducted by the President and the Recorder
- Brief Chain of Command on board results
  - Usually conducted within 2 to 3 working days following adjournment
  - SECNAV, CNO, VCNO, CNP Involvement



# *Promotion Nomination Proce*

---

- CHIEF OF NAVAL PERSONNEL
- OFFICE OF JUDGE ADVOCATE GENERAL
- CNO / VCNO
- CJCS (O-4 and above)
- SECNAV
- SECDEF Select Message
- PRESIDENT OF US (POTUS)
- SENATE /SASC
- POTUS Promotion Message



# *Promotion Nomination Process*

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<b>Stops in the chain</b>	<b>Reviewing official</b>
CNP	PERS-83, PERS-85/86, PERS-8, PERS-06L, CNPC, PERS-00L, CNP
OJAG	Code 13, OJAG
CNO	CNO Legal, CNO
SECNAV	SECNAV Legal, SECNAV
JCS	Joint Chiefs of Staff (Active Duty 0-4 and above)
DOD	C&D, OEPM, General Counsel, R&A, MPP, FMP, P & R, SECDEF
POTUS	White House Military Office, POTUS
SENATE	Read into Record, SASC, Senate Confirmation (Active Duty 0-4 and above, Reserve 0-6 and above).



# FAILURE OF SELECTION MILPERSMAN 1420-050

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- Above and In Zone officers only
- Formal FOS Counseling is provided by your detailer when **requested**.
- Applies to CWO3 - O6 Boards only



# SPECIAL BOARDS

## SECNAVINST 1401.1B

---

- Above and In Zone Officers
- Board acted contrary to law
- Eligible but record not before the board
- Material Error of Fact or Administrative Error
  - Due Diligence
- LT Scott Small (Reports Dec 00)
  - (901) 874-4844 DSN 882
  - P85C@persnet.navy.mil



# MAINTAINING YOUR RECORD

---

- Check for:
  - Regular FITREP Continuity
  - Awards
  - Photo in current Grade
  - Education Information
  - Special Qualifications
- Order your OSR/PSR and Record
  - PNC Collins
    - (901) 874-3416 DSN 882
    - P313@persnet.navy.mil



# Board For Correction Of Naval Records (BCNR)

---

- SECNAVINST 5420.193
- More Flexibility in correcting problems.
  - Failure of Selection (FOS) removal
  - Date of Rank Adjustment
  - Remove Documents from Record
- Mr. Jonathan Ruskin
  - (703) 614-9841 DSN 224
  - [ruskin.jonathan@hq.navy.mil](mailto:ruskin.jonathan@hq.navy.mil)



# PROMOTION OBSERVATIONS

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- PERFORMANCE IN COMPETITIVE JOBS IS THE NUMBER **ONE** INDICATOR
- HARD JOBS ARE BETTER
- FILLING IN THE BLOCKS OF OSR COVER PAGE IS VERY GOOD
  - ADDITIONAL QUALS
  - MASTERS DEGREE
  - SUBSPECIALITIES
- AVOID NOT OBSERVED FITREPS



# FITREP OBSERVATIONS

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- WRITE YOUR FITREP FOR A BOARD MEMBER
- INCLUDE CAREER MILESTONES
  - AWARDS
  - DON'T USE JOB SPECIFIC LANGUAGE
- VERY IMPORTANT TO INCLUDE OBTAINING WARFARE QUALIFICATION
- DON'T SEND MIXED SIGNALS



# Recommendation for Promotion

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote
<del>42</del> INDIVIDUAL	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<del>X</del> <b>2</b>	<b>0</b>
<del>43</del> SUMMARY						

OR??

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote
<del>42</del> INDIVIDUAL	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<del>X</del> <b>1</b>
<del>43</del> SUMMARY						



# Written Comments (Block 4)

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A recent Reporting Senior wrote:

“Read this carefully...the rules force me to make him only a Must Promote. He is an Early Promote! He is rated against another O-X who I anticipate will be promoted. Joe’s turn is next. Joe would truly be number one in any other setting.”



# Written Comments (Block 4)

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Opening:

**“Ranked 1 of 10 hand picked active duty officers.”**

Closing:

**“He has my strongest endorsement and recommendation for aviation and major command. In addition, he has earned my strongest possible recommendation for accelerated promotion to captain now.”**



# FITREP DISCUSSION

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- REPORTING SENIOR CUM
  - Combines all reports within pay grade
  - (Active, Reserve, Line, Staff)
- LCDR Dave Harper
  - **(901) 874-3309**
  - **P311@persnet.navy.mil**

DATE OF REPORT: 03/15/99

PAGE 1 OF 1

[illegible]



# When will I get promoted?

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- Fiscal year starting monthly in October
- Estimates published on website
- Not official until name on monthly NAVADMIN (DOPMA/Recalls etc)
- O-4 through O-6
  - 5% of list monthly for first 8 months
  - 15% of list monthly for last 4 months
- O-3 - First of month two years after LTJG
- CWO-3/4 - First of month four years after 2 or 3



# WWW.BUPERS.NAVY.MIL

---

- Selection Boards/ Line or Staff/ Insignia
  - Eligibles Listing by Zone
  - Precept
  - Membership
  - Release Process (Updated only when change)
  - Select Message
  - Community Overview Statistics
  - Promotion/ Pay Increment Plan



WWW.BUPERSACCESS.NAVY.MIL

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- LOGIN, ADVANCEMENTS, SELECTION BOARDS FOR PROMOTION/CONTINUATION
- PERSONAL ACCOUNTS
  - PRE-BOARD- CAN VIEW NAME, PACKAGE RECEIVED, AND ZONE
  - POST-BOARD- CAN VIEW SELECT STATUS WHEN ALNAV RELEASED
- COMMAND ACCOUNTS
  - ALL OF THE ABOVE PLUS SELECT STATUS 48 HOURS PRIOR TO ALNAV RELEASE



QUESTIONS??



# OFFICER PROMOTIONS CONTACT INFORMATION

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- LCDR Norb Tornes
  - (901) 874-3253 DSN 882-3253
  - E-MAIL [P85LA@persnet.navy.mil](mailto:P85LA@persnet.navy.mil)
- LCDR Carey Sill
  - (901) 874-4524 DSN 882-4524
  - E-MAIL [P85M@persnet.navy.mil](mailto:P85M@persnet.navy.mil)
- Or link at [www.bupers.navy.mil](http://www.bupers.navy.mil)